



# County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, California 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA  
Chief Executive Officer

September 4, 2008

To: Supervisor Yvonne B. Burke, Chair  
Supervisor Gloria Molina  
Supervisor Zev Yaroslavsky  
Supervisor Don Knabe  
Supervisor Michael D. Antonovich

From: William T Fujioka  
Chief Executive Officer

Board of Supervisors  
GLORIA MOLINA  
First District

YVONNE B. BURKE  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

## OFFICE OF AFFIRMATIVE ACTION COMPLIANCE MANAGEMENT PROMOTION

Consistent with the August 4, 1998 Board-approved policy on managerial salaries, we have reviewed and recommend Board approval of the Office of Affirmative Action Compliance's request to appoint Mr. Hayward Harris Jr. to the vacant position of Principal Deputy Affirmative Action Compliance Officer with a salary of \$9,588.13 monthly and/or \$115,057.56 annually. The requested salary will place Mr. Harris in the third quartile for salary range R11 and will provide him a nine percent (9%) increase over his current base salary of \$8,796.45 monthly and/or \$105,557.40 annually.

Mr. Harris has worked for the Office of Affirmative Action Compliance for almost 28 years and has held the payroll title of Senior Deputy, Affirmative Action Compliance Officer for the past 17 years. He has been functioning as the Acting Principal Deputy Compliance Officer since December of 2007 where he has been responsible for overseeing the Employment Discrimination Investigations, Public Works Investigations, Risk Management/Fire and Public Health Investigations, Health Services Investigations, Sheriff's Equity Investigations, Employment Discrimination Compliance, and the Public Social Services Sections.

Based upon this information, we recommend that the Department's request be approved. In accordance with the policy on managerial salaries, please advise this office if you would like this request placed on an upcoming agenda for Board action. Unless otherwise instructed by September 26, 2008 we will authorize the Department to proceed with this appointment.

Please contact Molly Gonzalez at (213) 893-2382 if you require additional information.

WTF:ES  
GS:MG:ef

c: Executive Officer, Board of Supervisors  
Office of Affirmative Action Compliance

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